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Missouri Training and Employment Council ? PO Box 1087 ? Jefferson City, MO 65102-1087

MTEC Meeting Minutes  
October 12, 2005  
8:00 a.m. – 12:00 noon  
Tan-Tar-A Resort  
Lake Ozark, Missouri

**Attendees:**

Katharine Barondeau, J.C. Caudle, Lew Chartock, Anita Coulter, Jim Dickerson, John Gaal, Nancy Headrick, Gloria Carter-Hicks, Rob Honan, Herb Johnson, Mary Moore Johnson, Gil Kennon, Janel Luck, Mary K. Meek, Miguel Meneses, Rich Payne, Gerald Pelker, Ron Randen, Henry Shannon, Deb Vandenvender, John Wittstruck, Brenda Wrench

**Staff:**

Rose Marie Hopkins, JoAnn Hamburg/Potter, Jason Gatz, Glenda Terrill

**Other Attendees:**

Rod Nunn, Director of Workforce Development; Dawn Busick, Assistant Division Director/ DWD; Anita Henry, Division of Workforce Development; Donald N. Holt, St. Charles County Govt. Workforce Development; Gene Gordon, Workforce Development St. Louis County; Irving Blue, Forest Park Southeast Development Corporation; Tom Jones, City of St. Louis; Jane Boyle, St. Louis Community College; Frank Foster, Grace Technology Solutions; Jan Vaughn, Central WIB; June O'Dell, WIB of Southeast Missouri; Becky Steele, North Central MO College-Northwest WIB; Sharon Hays, Northeast WIB; Walter Tate, St. Charles County, WIB Chair; Tana Holder, South Central WIB; Larry Swindle, SEMO WIB and State MEC; Bill Condra, Excelsior Springs Job Corps Center; Lori Sams, Excelsior Springs Job Corps Center; John Wilson, Excelsior Springs Job Corps Center; Steve Coffman, DESE/Employment Training; Kent King, Commissioner of Education; Bob Wilson, DOL/ETA; Mark Mehmert, MOICC/MERIC; Mary Bruton, MERIC; Franciena King, MERIC

**Call to Order:**

Dr. Lewis Chartock, Acting Chair, called the meeting to order at 8:20 a.m. and welcomed the new board members: Anita Coulter, Mary K. Meek, Katharine Barondeau and Christopher Filer, although he was not present. Dr. Chartock also recognized that Gloria Carter-Hicks has been reappointed. He then had all in attendance introduce themselves.

**Minutes**

J.C. Caudle moved to approved the minutes of July 29, 2005. John Wittstruck seconded the motion. Minutes were approved.

**MERIC Issues**

David Peters presented the Missouri Economic Research and Information Center's (MERIC) work plan to the council. Mr. Peters provided a brief overview of what MERIC is, its products and services, who the customers are, and how MERIC is funded. He also described the

nature of the partnership between MERIC and MTEC. Mr. Peters requested that MTEC form a research sub-committee to review MERIC's Research Plan, review MERIC's Annual Report, maintain regular contact with MERIC staff, assist in new product development, and assist in customer satisfaction efforts. He suggested that three or four people could work closely with MERIC and make regular reports to the Council.

Mr. Peters then briefly reviewed the contents of MERIC's Annual Research Report 2004-2005 and MERIC's Research Plan 2005-2006.

Dr. Chartock requested a vote to approve the MERIC Research Plan. The plan was unanimously approved by the council.

### **Proposed Policy for Faith-Based Organizations**

Glenda Terrill and Jason Gatz presented a proposed policy regarding Missouri's position related to Faith-Based and Community Organizations (FBCOs) as partners in the delivery of services provided by the workforce development system. Those serving on the committee to create this proposed policy were J.C. Caudle, Jim Dickerson, Ron Randen, Marvin Sanders, and Deb Vandevender.

Due to the variety of labor markets within the state, the policy encourages partnering between local workforce investment boards (LWIBs) and local faith-based organizations. LWIBs would have the authority to define the organizations appropriate to provide services. MTEC's role would be advisory to those partnerships. John Wittstruck moved to adopt the proposed policy but changing "appoint members" to "include members" and to formalize that the Division of Workforce Development shall be responsible for monitoring. In paragraph (4), Dr. Wittstruck suggested it read: "Assisting the LWIB in reporting the statistics on FBCO partnerships. Monitoring those partnerships shall be the responsibility of the Missouri Division of Workforce Development to ensure they do not violate any laws prohibiting public funding to promote a specific religious doctrine." Mary Moore Johnson, raised questions of MTEC's accountability for monitoring of the policy. Rod Nunn commented that the Training and Guidance Letter (TEGL) from the United States Department of Labor (USDOL) provided good information.

Jim Dickerson moved to approve the wording change of the proposed FBCO policy. Ron Randan seconded. The motion carried. The policy will be submitted to the USDOL as an addition to the state plan. Herb Johnson was noted as strongly objecting to the policy.

### **Telecommuting/Telework (Grace Technology)**

Frank Foster, of Grace Technology Solutions, presented an informational report showing the impact of telecommuting/telework to employers, businesses, and employees. He noted this is not an option for all employees and all positions but it may be an option for many that have not considered it previously. This allows for much greater flexibility for employees to do their work at unusual hours, especially with wireless access to the Internet.

By allowing employees to work this way, AT&T reported \$150 million in savings last fiscal year in operational costs. Some positives include less wear and tear on vehicles, traffic and gas prices are less of an issue, savings in child care expenses, and no time lost due to inclement weather. Companies are able to reduce expenses for office space, supplies, furniture, heating and cooling, and parking. Cisco reports that 90% of their 35,000 employees work away from the official

office space one or two days a week. Mr. Frank pointed out how telecommuting and telework allow a business to continue to function in the case of a disaster. He gave the September 11 attacks as an example. There was substantial loss of human life and information. It was especially serious for a company to lose the people with 10 or 20 years experience and continue being in business. Another important point is that this concept brings the job to the employee instead of potentially taking the job out of state. In the past, jobs that have been exported outside the country are now staying at home. Mr. Frank reinforced that this strategy just makes sense.

There was discussion among MTEC that telework and telecommuting could have great application all over the state and especially in rural areas, as long as there was access to high speed internet connections.

### **Graduation Requirements and the State Assessment**

Nancy Headrick reported that the State Board of Education approved two of the statewide articulation agreements for career technical education during the September board meeting. Students that take automotive technology at the Cisco Assistance Academy, pass the appropriate exam and have a 3.0 grade point average in their area, can receive a minimum of 12 hours of credit from a post-secondary institution. These actions are in accordance with the State of the Workforce Report. Dr. Headrick expressed pleasure in having these two items approved and will be working on the next five or six over the next year.

At the October State Board of Education meeting, the state board approved the final report of rulemaking to increase high school graduation requirements. Effective with the class of 2010, graduation requirements will have increased from 22 units of credit to 24 units. The board also approved requiring a half unit of credit for personal finance. Dr. Headrick said this information is on the Department of Elementary and Secondary Education's web site. The next step for the High School Task Force is to address the issue of assessments. John Gaal will continue to serve on that committee.

### **Skills Gap Report**

Steve Coffman, from the Department of Elementary and Secondary Education, opened the Skills Gap Report. Also contributing to this report were Anita Henry and Mary Bruton.

Two years ago, Missouri's performance improved enough that the state was awarded an incentive grant from the United States Department of Labor. In determining how to best use these funds, it was deemed important to invest in the of future Missouri students at the local level. This initiative is part of Missouri's State of the Workforce recommendation.

Two years ago Missouri was awarded an incentive grant from the United States Department of Labor, from which a large amount was pushed to the local level to invest in the future of Missouri students. The Missouri Skills Gap Initiative is a two-phase program designed to assist Local Workforce Investment Boards (LWIBs) in addressing critical labor gaps in their local workforce investment regions.

In the planning phase of the initiative, which began in February of 2005, each workforce investment region received \$10,000 to develop a local consortium. Funds were expended until June 30, 2005 and each region was to have a final report by July 31, 2005. The second phase, implementation, awards funds competitively to LWIBs that respond to the Request for Proposal (RFP). The RFP requires LWIBs to describe their plans for strategic implementation to address

those gaps identified in the planning phase, including those that target industries that are high growth, high demand, and critical to state and local economies.

**Chairman's Report**

Dr. Chartock had nothing further to report.

**Staff Report**

Rose Marie Hopkins, expressed appreciation for those that attended the working session on October 11, 2005. The results of that session will be distributed to the MTEC members to be used in future planning efforts. Mrs. Hopkins reported that in August, she and Dr. Chartock attended a state workforce board chairs conference in Portland, Oregon. This was the organization of state board chairs from across the United States and Puerto Rico plus the state WIB directors. She found that Missouri shares many of the same challenges that many states have.

In respect to the next MTEC meeting in January, Mrs. Hopkins explained she would make efforts to hold it in conjunction with the Summit scheduled by the Missouri Technology Corporation either in Columbia or Jefferson City. She also added that J.C. Caudle has invited MTEC to the General Motors plant at Wentzville. She asked that MTEC let her know their preferences. Herb Johnson requested meeting outside the legislative calendar as the General Assembly will be in session.

Mrs. Hopkins reviewed the high points of the Governors Conference on Workforce Development, re-enforcing the strength of the workshops.

**Adjourn**

In response to Dr. Chartock's request, John Gaal moved and Ron Randen seconded a motion to adjourn.

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Lewis C. Chartock, Ph.D.  
Acting Chair

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Rose Marie Hopkins  
MTEC Executive Director